

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2010 – March 31, 2011

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|-------------------------------------|--|---------------------------|
| Anchor/Reporter | 1-20, 25, 28-29 | 25 |
| Anchor/Reporter | 1-20, 25, 28-29 | 28 |
| Anchor/Reporter | 1-20, 25, 28-29 | 19 |
| News Producer | 1-20, 25, 27 | 25 |
| News Producer | 1-20, 25, 27 | 19 |
| Part-Time Camera Operator | 1-20, 27, 29 | 27 |
| Administrative Assistant | 1-23, 30, 38 | 30 |
| Anchor/Reporter | 1-20, 25, 27-29 | 17 |
| Sports Reporter | 1-23, 25, 28 | 28 |
| News Producer | 1-20, 25, 27 | 27 |
| Master Control Operator | 1-23, 27 | 27 |
| News Producer | 1-23, 27, 29 | 27 |
| News Producer | 1-23, 27, 29 | 29 |
| News Producer (Rehire) | 1-23, 27, 29 | 29 |
| Director/Camera/Editor (Production) | 1-23, 27, 29 | 27 |

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|----------------------|---|--|--|
| 1 | LKLP C.A.C., INC. Judy Keen, Supervisor 412 Roy Campbell Drive Hazard, KY 41701 - changed 1/21/11 Telephone # 606-439-1362 | N | 0 |
| 2 | Lincoln Memorial University Attn: Larry Thacker Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611 | N | 0 |
| 3 | Office of Employment & Training Attn: Christopher Ward 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-435-6038 | N | 0 |
| 4 | Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 Telephone #859-846- 5390 | N | 0 |
| 5 | NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336 | N | 0 |
| 6 | National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621 | Y | 0 |

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|----------------------|--|--|--|
| 7 | Morehead State University Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233 http://morehead-csm.symplicity.com/employers | Y | 0 |
| 8 | Hazard Community & Technical College Attn: Renee Back, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721 | N | 0 |
| 9 | Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136 | Y | 0 |
| 10 | Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316 | Y | 0 |
| 11 | University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259 | Y | 0 |
| 12 | Eastern Kentucky University Dept. of Communications Attn: Elizabeth K. Hansen, Ph.D. 317 Combs Building 521 Lancaster Avenue Richmond, KY 40475-3102 Telephone # 859-622-1871 http://eku-csm.symplicity.com/employers | Y | 0 |
| 13 | Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005 | N | 0 |

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|------------------|--|--|--|
| 14 | Pikeville College Brenda Maynard, Dir. of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319 | Y | 0 |
| 15 | Southeast Community College Attn: Chris Jones 700 College Road Cumberland, KY 40823 Telephone # 606-633-0279 | N | 0 |
| 16 | Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258 | Y | 0 |
| 17 | University of Tennessee- Career Services Attn: Shawna Bussell 100 Dunford Hall , 915 Knoxville, TN 37996 Telephone # 865-974-5435 Fax # 865-974-6497 | Y | 2 |
| 18 | Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 Telephone # 502-597-5998 | N | 0 |
| 19 | University of Kentucky Career Center Attn: Naitore Kiogora, Employer Relations Team 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746 | Y | 3 |
| 20 | Western Kentucky University Attn: Dan Onitsuka, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756 Top Jobs www.wku.edu/CareerServ/employer.htm | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|---|--|--|
| 21 | Gray Television Group-website Attn: Jane Ploeger | N | 0 |
| 22 | Posting on WYMT-TV's website | N | 1 |
| 23 | On-Air Announcement on WYMT-TV | N | 1 |
| 24 | Internal Candidate/Internal Transfer | N | 0 |
| 25 | www.TVJobs.com | N | 6 |
| 26 | www.Medialine.com | N | 0 |
| 27 | Employee Referral | N | 8 |
| 28 | Non-Employee Referral | N | 4 |
| 29 | Walk-In/Self-Referral | N | 7 |
| 30 | Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jenny Jones Fax # 606 436-3140 | N | 2 |
| 31 | Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614 | N | 0 |
| 32 | Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105 | N | 0 |
| 33 | Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843 | N | 0 |
| 34 | Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042 | N | 0 |
| 35 | Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404 | N | 0 |
| 36 | Former employee (re-hire) | N | 0 |
| 37 | Collective Talent | N | 0 |
| 38 | FindKYJobs.com website | N | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 34 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|--|
| 1 | Internship Program | <p>WYMT-TV general internships are available to students who exhibit an interest in, or are pursuing a career in broadcasting or a related field.</p> <p>During this reporting period, the station hosted a total of four interns: two students in the production and sports departments, and two students in the news department.</p> |
| 2 | Participate in job fair | WYMT-TV's Sales Manager attended the ECU Manchester Campus Job Fair (Manchester, Kentucky) on April 20, 2010. |
| 3 | Participate in job fair | WYMT-TV's Business Manager attended the annual HCTC Hazard Campus Career Fair (Hazard, Kentucky) on October 19, 2010. |
| 4 | Participate in job fair | WYMT-TV's Technical Manager attended the annual HCTC Lees Campus Career Fair (Jackson, Kentucky) on May 5, 2010. |
| 5 | Host a college and career fair | WYMT-TV invited three regional East Kentucky colleges to the annual WYMT-TV scholarship awards night on January 5, 2011 held at Perry County Central High School (Hazard, Kentucky), to interact with approximately 100 high school seniors who were receiving WYMT-TV's Mountain Classic Scholarships (general academic scholarships and broadcasting academic scholarships). WYMT-TV's News Manager attended the event to talk to the scholarship recipients about broadcasting careers. |

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| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|--|
| 6 | Event or program sponsored by educational institution relating to career opportunities in broadcasting | <p>WYMT-TV continually participates in career mentoring, shadowing programs, and events sponsored by educational institutions by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>The station participated in a “Make A Splash – Read” event at the Perry County Public Library (Hazard, Kentucky) on May 22, 2010, specifically with their “Trucks That Work” display.</p> <p>WYMT-TV’s Engineer took the station’s satellite truck to the library event and demonstrated the inner workings of the truck, the mast and dish to approximately 25 children. Children toured the satellite truck and asked questions about its operation.</p> |
| 7 | Event or program sponsored by educational institution relating to career opportunities in broadcasting | <p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>During the school year, WYMT-TV provides the opportunity for Weather Class, a program through which teachers can request the station’s weather staff to visit their classrooms and discuss weather forecasting with the students.</p> <p>During this reporting period, WYMT-TV’s Weather Anchor conducted an educational weather class at Harlan County Christian School (Harlan County, Kentucky) on October 27, 2010. The station promotes the availability of the Weather Class program on air, and on the station’s website.</p> |

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| 8 | Event or program sponsored by educational institution relating to career opportunities in broadcasting. | <p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>WYMT-TV's Chief Meteorologist participated in a Career Day sponsored by Herald Whitaker Middle School (Magoffin County, Kentucky) on November 12, 2010.</p> |
| 9 | Event or program sponsored by educational institution relating to career opportunities in broadcasting. | <p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>WYMT-TV's Sports Director participated in a Career Day sponsored by Roy G. Eversole Elementary School (Perry County, Kentucky) on May 14th, 2010.</p> |
| 10 | Event or program sponsored by educational institution relating to career opportunities in broadcasting. | <p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>WYMT-TV's News Anchor participated in a Career Day sponsored by Dennis Wooton Elementary School (Perry County, Kentucky) on August 12, 2010.</p> |

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|----|---|---|
| 11 | Event or program sponsored by educational institution relating to career opportunities in broadcasting. | <p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>WYMT-TV's Sports Anchor participated in a Career Day sponsored by Clay County High School (Clay County, Kentucky) on October 1, 2010.</p> |
| 12 | Other activities. Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | <p>All WYMT-TV Department Heads and the General Manager attended in-house and Company-wide training meetings to review the latest EEO procedures and hiring practices. In-house EEO meeting took place on April 28th, 2010, the Company-wide meeting took place on June 17, 2010.</p> |

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| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----|--|--|
| 13 | Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting | <p>The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. WYMT-TV appointed an independent Committee (of which the station's General Manager, General Sales Manager and News Director are non-voting, active members) to oversee the scholarship selection process. The WYMT-TV staff handles the majority of the scholarship program, including all paperwork and correspondence, generating scholarship funds by securing business donations and soliciting Kentucky colleges and universities to match awards, and (in conjunction with the Committee) soliciting scholarship nominees from area high schools. WYMT-TV films, edits and airs features highlighting the scholarship recipients and prints a tournament program book highlighting current nominees and past recipients. The station also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>During this reporting period, this WYMT-TV scholarship program selected a total of four (4) high school seniors to receive \$1,000 (each) in academic scholarships to assist in their continued education. The four (4) recipient students were from Williamsburg High School (Williamsburg, Kentucky), Knott Central High School (Hindman, Kentucky), Belfry High School (Belfry, Kentucky), and Sheldon Clark High School (Inez, Kentucky).</p> |

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| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----|--|--|
| 14 | Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting | <p>The Tony Turner Memorial Broadcast Scholarship program is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund with the Bluegrass Foundation in order to provide scholarships for aspiring broadcasters from the mountains of eastern Kentucky. WYMT-TV solicits the nominees from area high school guidance counselors, then a scholarship committee, which includes three station employees, selects the winners. Collected entry fees for a station event, the annual WYMT Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient(s) within the golf show and also lists the scholarship nominee(s) and winner(s) in an annual event program book. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>During this reporting period, this WYMT-TV scholarship program selected a total of three (3) high school seniors to receive \$2,000 (each) in academic scholarships, on March 15, 2011, to assist in their continued education. The three (3) recipient students were from Corbin High School (Corbin, Kentucky), Hazard High School (Hazard, Kentucky), and Pike County Central High School (Pikeville, Kentucky).</p> |